



DEPARTMENT OF THE NAVY
U.S. NAVAL MOBILE CONSTRUCTION BATTALION FOUR
UNIT 25284
FPO AP 96601-4941

13 NOV 00

From: Commanding Officer, U.S. Naval Mobile Construction
Battalion FOUR

Subj: COMMAND PHILOSOPHY

1. I am happy to be here and extremely proud to be your Commanding Officer. The purpose of this letter is to tell you what is important to me. I asked that each of you read and understand my expectations.

a. **SAFETY** - Safety of every Seabees must be paramount in everything we do, at work and on liberty. Nothing we do in peacetime is more important than safety- period.

b. **READINESS** - We Build, We Fight. We must constantly train to be able to both well. Every member of this command plays an important role in successfully executing our mission, and must be ready to his or her job.

- Military skills are important. We must be proficient.
- Every Seabee should be engaged in the SCWS and PRT programs. These programs make better Seabees and better Seabees make a better Seabee Battalion.
- We must always successfully execute our assigned mission.

c. **SMALL UNIT LEADERSHIP** - We accomplish our mission and execute our routine through small unit leadership. There is no substitute. Leaders must lead from the front.

d. **TAKE CARE OF OUR SEABEES AND THEIR FAMILIES** - Leaders must always take care of their Seabees. Set clear expectation and goals and help your Seabees achieve them. People Programs and Family Programs are important to readiness. We should strive to do everything we can to help Seabees take care of their families.

e. **MAINTAIN HIGH STANDARDS** - We must maintain high standards in everything we do, and hold people accountable for their actions.

- Strive for the highest quality in everything we do.
- If you encounter something that is wrong, fix it.
- First impressions last.

- Cleanliness, appearance and military bearing matter.
f. COMMUNICATE - The Chain of Command must ensure information is passed in a timely manner. Communication must work upward, downward and sideways. Nobody likes surprises.

g. HAVE FUN! - It's a retention issue. If we enjoy what we're doing, we'll want to continue doing it.

h. OTHER IMPORTANT ISSUES

- Challenge your Seabees. They expect and deserve to be challenged, and will never disappoint you if they know what you expect.

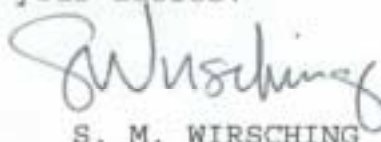
- Don't be afraid to make mistakes. The only ones who make no mistakes are those who do nothing.

- Work hard, but take well-deserved time off to spend with your family and friends.

2. A few things I don't like and won't tolerate:

- Willful safety violations.
- Harassment or mistreatment of others for any reason.
- Unauthorized absence.
- Drug and Alcohol abuse.
- Bad attitudes.

4. I expect you to use these guidelines in the your daily routine and the execution of your duties.


S. M. WIRSCHING